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Your essential daily news | MONDAY, OCTOBER 17, 2016

High 15°C/Low 11°C Afternoon rain

From left, Annia Noezil, Miche Jacces and Marc Jacces.
ADAM KVETON/FOR METRO

HELP *for* HAITI

Orléans family sending aid to loved ones hit hard by Hurricane Matthew metroNEWS

'Make good on your word,' Mr. Trudeau

CIVIL SERVANTS

Union ads turn PM's election promises against him

The largest union representing federal workers is ramping up its campaign against the Liberal government, turning the prime minister's words against him.

The print and radio advertisements paid for by the Public Service Alliance of Canada (PSAC) are hoping to use Prime Minister Justin Trudeau's promise of a revamped relationship with civil servants to prod the Liberals to change collective bargaining tactics.

The campaign is scheduled to launch Monday and the print ads are addressed to Trudeau with "you said you'd be different" emblazoned across the top and the words, "make good on your word" at the bottom.

The ads also include wording from Trudeau's open letter to federal bureaucrats telling them that his government wanted a different kind of relationship with the hundreds of thousands federal civil servants, many of whom felt under siege with the previous Conservative government.

"It has been a year since the election. The tone has changed, but it's now time for action," said PSAC national president Robyn Benson.

Contract talks with PSAC have dragged on for more than two years, with negotiators returning to the bargaining table late last month for the first time in nearly three months. Treasury Board of Canada, which bargains on behalf of the government, signalled in June that it was not prepared to back away from proposed changes to sick leave for about 90,000 workers.

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metro NEWS

Your essential daily news

Jia Jia, the world's oldest-ever panda in captivity, has died in Hong Kong. She was 38.

Scarily accurate costumes

HALLOWEEN

Local experts weigh in on how to design the best pieces

Adam Kveton
For Metro | Ottawa

The spookiest night of the year will soon be descending upon Ottawa, and many a ghoul and goblin are trying to figure out just what to wear for the big occasion.

But for those of you looking for the next level in creep, or who want to put a more personal touch on your costume, Metro spoke with a local special effects makeup artist with a thrill for the macabre, and an award-winning cosplayer for some tricks and treats for your Halloween habit.

Michel Pennington is a former paramedic who wanted to bring a bit more realism to his First Aid classes, so he turned to special effects makeup to create fake wounds that looked real.

Now Pennington runs On Scene FX in Ottawa, doing everything from casualty simulation to Halloween makeup and more.

Nicholas van der Aa, a.k.a. Niq Cosplay, in some ways represents the other end of the spectrum. An avid gamer, lover of fantasy, comics and manga, van der Aa has been cosplaying for years as superheroes, Disney and video characters and more. He represented Canada at the World Cosplay Summit in Japan in 2015.

Much of van der Aa's focus is on sewing unique garments based on some of his favourite characters. But you don't need to sew your whole costume to add some extra sparkle or something unique.

"One of the most fun things to do is actually rhinestoning," he said. If you are planning to piece together a costume based on existing clothes, consider altering them with rhinestoning, or adding metal studs and other simple accessories to turn a black coat into a biker jacket or glam-rocker costume.

But when it comes to more traditional costumes, like zombies or others with fresh wounds, Pennington says to keep it real and try your hand at prosthetics using plenty of reference images.

Prosthetics and gruesome realism

Prosthetics is one way to go for more realism with your costume, and really change the way you look. Here's one example from Michel Pennington at On Scene FX. CONTRIBUTED

Michel Pennington's tips:

• Zombies are in, but go beyond your one-dimensional undead. Think about what your zombie was doing when they became one, or how old it is. Was your zombie at prom, at basketball practice, or did it just unearth itself after 70 years of decomposition?

• To achieve greater gruesome realism, go for prosthetics — and even try making some yourself. Liquid latex (the type meant for skin) is one way. Apply thin layers to your skin and rough it up for a burnt look, or add pieces of ripped up toilet paper for to build up "skin". Make sure the toilet paper has no flowery designs on it.

• Always work from reference images when creating your injury effects. "Our job is to lie to people, and do it well," said Pennington. To that end, look at what you're trying to recreate, be it a zombie from a movie or actual wounds.

• When it comes to blood, there are many ways it can go wrong. Generally apply the blood on your costume last, and to keep it from beading up, add a little dish soap to it. Also, consider if you want liquid, gel, paste or drying blood.

Cosplay as your favourite characters

Don't be confined to gender roles. Try doing a gender-switched version of a character you like. Here, Nicholas van der Aa shows off his version of Elsa from Frozen. COURTESY MISS MESSY MIA

Nicholas van der Aa's tips:

• To make your own armour or other hard costume pieces, consider products like thermoplastic. Worbla, for instance, is a non-toxic plastic that can be molded by hand when warmed. Then, once it cools, it hardens, and can leave you with very "high-end looking" results.

• When it comes to choosing your costume, consider doing an interpretation of a character rather than a reproduction of one. Van der Aa sometimes does gender-switched version of characters, like a male version of Elsa from Frozen. You can also do human versions of animal characters like Pokémon with careful choices.

• For those itching to create even more complicated costumes, sewing is a great skill to learn, but one which can often require some tutelage. To sew your own costumes, get some mentors and learn from their experiences for better results.

• Even if you've spent hours and hours on your wardrobe, don't forget to add makeup to pull it all together. Be sure to do a trial run before the big night so you know how to do your makeup.

ALL PHOTOS BY HALEY RITCHIE / METRO

Deadline looming for plan to stop cave from being dynamited

Haley Ritchie
Metro | Ottawa

The deadline to decide the fate of a picturesque cave 45 minutes from downtown Ottawa is looming closer and dividing local residents in Quebec's Papineau region.

On Friday, a group that wants to keep the site open, the Friends of the Mine, led a guided tour through the site. Attendees included media and local politicians as well as representatives from Laflèche Cave tours and Explora Geo-Rallye interested in turning the site into an eco-tourist attraction.

Chantal Crête, from Friends of the Mine, said turning the area into an official tourist attraction would solve many of the current problems upsetting locals. Right now the abandoned mine has no washrooms, no place to throw out garbage and no safety features.

"It's such a spectacular place. There's no way we can let that unique place be destroyed. It has so much potential," she said.

The idea has not been universally embraced — on Friday a group of around 20 local residents gathered with signs to protest and block the tour bus from continuing up the road.

The Quebec Ministry of Natural Resources has given MRC Papineau a short timeline to come up with a plan — or the site will be dynamited for safety reasons.

The issue will be discussed at a municipal meeting on Oct. 19.

1 The idea of turning the mine into a tourist attraction has not been universally embraced. On Friday, around 20 local residents gathered with signs to protest and block the tour bus from continuing up the road. Many locals say they were attracted to the isolated area for its quiet.

2 The entrance to the mine has been fenced off, but gaps in the fence still allow trespassers to enter. Quebec's Ministry of Natural Resources has had so much trouble keeping people out that they've proposed an ultimatum to Papineau RCM: figure out a long-term plan or the cave will be dynamited.

3 The turquoise blue colour of the water is part of what attracted so many tourists this summer — the mine has exploded in popularity since photo spreads, blog posts and social media posts have been published.

4 and 6 The picturesque Wallingford-back mine was the largest mine in North America, and was in operation from 1924 to 1972. Huge pieces of quartz are easy to find while walking around the site.

5 The Friends of the Mine led a tour group of media and prospective tour operators through the site on Friday.

7 Trespassers caught exploring the mine and parking their vehicles in the no parking zone risk fines from Quebec police. That didn't stop at least 10 curious hikers who were exploring on Friday afternoon, not part of the official tour led by the Friends of the Mine.

Family fundraise for Haiti community

NATURAL DISASTER

Have been sending aid since 2010 earthquake

Adam Kveton
For Metro | Ottawa

When an earthquake hit Haiti in 2010, Marc Jacces was on the eighth floor of a building.

It was the first quake he had ever experienced. The building shook violently, and as he ran out of it he saw a gas station on fire and people crying as they ran from the blaze. "I thought it was the end of the world."

His wife, Miche, was already in Canada at the time, and he was supposed to meet her soon, but he stayed in Haiti to try to help rebuild.

Now, six years later, Haiti has been devastated once again, this time by a hurricane. The United Nations estimates that 546 people have been killed, 438 others injured, while 128 people are missing. About 2.1 million people have been affected since the hurricane hit on Oct. 4. Other groups have reported much higher death tolls. Southern Haiti seems to have been hit particularly hard, with reports coming in that most of the crops in that area are all but destroyed.

Jacces' family is from the south.

Though they have continued to send support back to their family since the earthquake, the couple and Miche's sister, who live in Orléans, now want to ramp up efforts by sending a sea container full of clothes, non-perishable food and water filters.

Though they acknowledge that there are organizations set up for sending help to Haiti, Miche said she is concerned that aid sent through those channels will not be able to get to where it is needed most, or that it will not be what is most needed.

"We know our community. We know they need some help," she said.

They are reaching out to friends and the greater Ottawa community to make donations in the hopes of sending supplies to Haiti this November.

The family also stressed the need for long-term aid. Though food and clean water are needed urgently right now, they hope to continue giving support so that clean water systems can be built, local methods of food production for families can be created and a school rebuilt.

"By now, we have the government trying to help, we are receiving help from people, but after two months, what will happen?" asked Marc. "I think it will be more terrible."

DONATIONS

Anyone interested in making a donation to the Jacces can email Marc at jmarcemile@gmail.com or call 613-700-7601.

From left, **Miche Jacces, Marc Jacces and Annia Noezil** with donations of clothes, water filters and non-perishable food that they've amassed so far. ADAM KVETON / FOR METRO

An engine nacelle, part of the wreckage of a Cessna Citation which crashed near Lake Country, B.C. The aircraft crashed shortly after takeoff, killing everyone aboard, including the former Alberta Premier Jim Prentice. TSB/THE CANADIAN PRESS

Tough task in fatal plane crash probe

TRANSPORTATION

Former Alberta premier killed when Cessna came down

An aviation expert says determining what caused a fatal plane crash near Kelowna, B.C., will be especially difficult because the aircraft didn't have flight recording devices.

Investigators will be working with very limited information as they probe why a small Cessna jet crashed shortly after take off late Thursday, said Jurek Sasiadek, a professor of aerospace engineering at Carleton University in Ottawa.

Jim Prentice
THE CANADIAN PRESS

Former Alberta premier Jim Prentice was among the four people on board the plane who were killed.

The Transportation Safety Board has said the plane disappeared from radar shortly after it took off and no emergency calls or signals were made before the crash.

The aircraft, which was built in 1974, was completely destroyed and there was a fire after the crash.

That will make investigators' jobs increasingly tough, Sasiadek said, because it appears there aren't any large pieces of the plane left to look at for clues.

"In this case, there was no communication, there's no black box to rely on and the aircraft disintegrated almost completely," he said. "So it will take a long time to figure out, I guess, what happened, if it's ever possible."

Cockpit voice recorders and flight data recorders, also known as black boxes, collect all of the details of a flight, Sasiadek explained.

"For example, if the engine fails, there will be information that the power failed, so that's how you can learn during the investigation," he said.

Lead crash investigator Beverley Harvey has said recording equipment was not required on the Cessna Citation.

Transport Canada said in a statement that on small aircraft, the decision to install flight recorder equipment is at the pilot's discretion because there generally aren't any cockpit conversations to record and the plane's air traffic transmissions are recorded by NAV Canada.

The Transportation Safety Board made a recommendation in 2013 that Transport Canada move to require recording equipment on lightweight aircraft.

The advisory came after a float plane broke up mid-flight in a remote part of Yukon in March 2011, killing the one person on board.

Recordings from downed aircraft could "provide useful information to enhance the identification of safety deficiencies," the TSB recommendation said.

Transport Canada could not immediately indicate Sunday how it responded to the Transportation Safety Board recommendation. THE CANADIAN PRESS

POLITICS

A year later, Liberals still busy consulting

Justin Trudeau's Liberals swept to power last October with a promise of a more open government that better reflects the values and expectations of Canadians.

A year later, they're getting credit for a willingness to listen. But it's too early to tell whether that is resulting in decisions and policies the public truly wants.

The Liberals have launched a flurry of consultations on matters big and small. At last count, there were 84 consultations accepting online comments about everything from food additives and species at risk to a national housing strategy and security policy.

Townhall meetings on electoral reform have taken place across the country, and a special task force is gathering views on a legalized marijuana regime.

The Liberals say they're fulfilling the pledge to include Canadians in decision-making through several means, including discussion papers, surveys, online portals for written submissions, public meetings, regional and national roundtables, social media, teleconferences and webinars.

"The many open consultations are an opportunity for everyone to be involved in the discussions that shape and inform public policy decisions, and share their ideas," said Cameron Ahmad, a spokesman for Trudeau.

Many say the active solicitation of public input stands in sharp contrast to the top-down control of the previous Conservative government under Stephen Harper. The question is whether the change in style will be matched by one in substance.

There's evidence that the more a party can appear to be governing on the basis of a broad consensus, the higher its polling numbers tend to be, said Paul Thomas, professor emeritus of political studies at the University of Manitoba.

"In this day and age, conflict is not regarded favourably by the public," Thomas said.

THE CANADIAN PRESS

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‘Disturbing’ attack on political office

U.S. ELECTION

Fire and graffiti at Republican Party centre in North Carolina

A Republican Party office in North Carolina was damaged by fire and someone spray-painted an anti-GOP slogan referring to “Nazi Republicans” on a nearby wall, authorities said Sunday.

A news release from the town of Hillsborough said someone threw a bottle filled with flammable liquid through the window of the Orange County Republican Party headquarters overnight. The substance ignited and damaged furniture and the interior before burning out.

The news release says an adjacent building was spray-painted with the words: “Nazi Republicans leave town or else.”

State GOP director Dallas Woodhouse said no one was injured, but a security alert is being sent to party offices around the state.

On Sunday afternoon, the walls of the multi-room office were covered in black char, and a couch against one wall had been burned down to its springs. Shattered glass covered the floor, and melted campaign yard signs showed warped lettering. The graffiti had been covered in paint by late afternoon.

Another business owner discovered the damage Sunday morning. Local police are investigating alongside the Bureau of Alcohol, Tobacco, Firearms and Explosives.

Woodhouse said that people sometimes work after-hours, and he felt lucky that no one was there at the time.

“They are working around the clock. It is a miracle that nobody was killed,” he said in a phone interview.

Hillary Clinton, the Democratic nominee for president, tweeted: “The attack on the Orange County HQ @NCGOP office is horrific and unacceptable. Very grateful that everyone is safe”.

Tom Stevens, the mayor of the town about 40 miles northwest of Raleigh, condemned the act in a statement.

“This highly disturbing act goes far beyond vandalizing property; it wilfully threatens our community’s safety via fire, and its hateful message undermines decency, respect and integrity in civic participation,” Stevens, a Democrat, said in a news release.

Rev. William J. Barber, president of the North Carolina chapter of the NAACP, also condemned the act. Barber told the Associated Press on Sunday, “While vigorous debate on issues is acceptable, we in the NAACP denounce any kind of violence that is perpetrated toward our citizens or any political party.”

Hillsborough is the county seat of Orange County, which also includes much of Chapel Hill and the University of North Carolina campus. Registered Democrats outnumber Republicans 3-1 in the county that picked President Barack Obama by a lopsided margin in the 2012 election. THE ASSOCIATED PRESS

Someone threw flammable liquid inside a bottle through the window of the Orange County Republican Headquarters in Hillsborough, NC on Sunday, authorities said. THE ASSOCIATED PRESS

SWEDEN

Dozens evacuated from refugee centre

Swedish officials say they have evacuated about 40 people from a refugee centre in southern Stockholm after a fire engulfed the building.

Kurt Jansson, who headed the fire operations, said the alarm came in the early hours of Sunday, adding that police were investigating the incident.

Investigators are treating the matter as possible arson.

Swedish media reports said there had been attempts a day earlier to torch the building, used as a temporary home for refugees.

Firefighters extinguish a fire that broke out early Sunday at a refugee centre in Fagersjo, Sweden. THE ASSOCIATED PRESS

Sweden, which had a record 163,000 asylum applications last year, has seen an increase in anti-migrant attitudes with several attacks on refugee centres. THE ASSOCIATED PRESS

IRAQ

Iraqi PM signals start of operations to drive Daesh from Mosul

Iraqi state television says Prime Minister Haider al-Abadi has announced the start of operations to liberate the northern city of Mosul from Daesh militants.

The push to retake Mosul will be the biggest military operation in Iraq since American troops left in 2011 and, if successful, the strongest blow yet to Daesh. THE ASSOCIATED PRESS

NIGERIA

Olympic sprinter’s daughter fatally shot

The 15-year-old daughter of Olympic sprinter Tyson Gay was fatally shot in the neck, authorities and the athlete’s agent said Sunday, and police have arrested a man in connection with the shooting.

Trinity Gay died at the University of Kentucky Medical Center, the coroner’s office for Fayette County said in a statement. The athlete’s agent, Mark Wetmore, confirmed in a text message to The Associated Press that Gay’s daughter had died.

Police on Sunday evening announced that Dvonta Middlebrooks, 21, was arrested and charged with wanton endangerment and possession of a firearm by a convicted felon. A statement said investigators determined that Middlebrooks was in the parking lot and fired multiple shots at the time of the incident. Another man questioned by police has not been charged. THE ASSOCIATED PRESS

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IMARKETING

Shopping for food changing

RETAIL

Grocery conference offers a peek at the future

The way Canadians pay for groceries is poised to reshape bricks-and-mortar stores, according to research to be presented at this week's Grocery Innovations Canada conference.

"There's been this huge shift, as consumers are starting to put away cash and start using more digital products," said Avinash Chidambaram, vice-president, product and platform development at Interac.

Chidambaram is one of the speakers at the conference, which takes place Oct. 17 to 18 at the Toronto Congress Centre. About 4,000 people from the industry are expected to attend.

Research shows that shoppers who are heavy users of contactless cards are also becoming heavy users of mobile devices for payment, according to Chidambaram.

"We had anticipated it would be a slow transition to contactless, but the rate at which this is transitioning is 163 per cent" annually, he said.

The move to digital payment means grocers could replace some check-out lanes with shelves of merchandise, increasing their selling space. GETTY IMAGES

The move to digital payment is not only a convenience for shoppers, it streamlines the check-out process, which means grocers could replace some check-out lanes with shelves of merchandise, increasing their selling space.

> **Cash is expensive.**
> Avinash Chidambaram

The transition away from money will also provide grocers with financial savings, because processing dollar bills and coins itself costs money.

"Cash is expensive," said Chidambaram. "You have to get guys with armoured trucks to come and pick up big bundles of cash, and the bigger the bundle the more expensive it is, because it's more risk. You have to deposit it into a financial institution, which costs money."

Chidambaram said the Internet of Things is also changing how we shop, with buy buttons on household equipment. When the first fridge came out that made it possible for consumers to order food using the appliance, people thought it was funny, said Chidambaram. But he thinks there are consumers who would like to have eggs automatically delivered to their home if the fridge can indicate they're running low.

Despite digital advances, online shopping for food and groceries remains a relatively nascent category in Canada, according to Suthamie Poologasingham of global retail advisors J.C. Williams Group, another presenter at the conference.

More than 90 per cent of Canadians with web access shop online, but only 15 per cent of them shop for food and groceries there, said Poologasingham. Overall, only four per cent of consumer spending on food and grocery takes place online, compared to 25 per cent of electronics. TORSTAR NEWS SERVICE

MORTGAGES

Rush to beat new rules

Canadian mortgage brokers say they're seeing a flurry of borrowers trying to pre-empt new federal rules that take effect Monday that will reduce the purchasing power of some first-time homebuyers.

Matthew McKillen, a Toronto-based broker with Mortgage Architects, said Friday was a "crazy" day. "The national loan origination software that we use to submit mortgages to our lender partners was down for a period of time due to the increased activity."

McKillen estimates that he was 30 to 40 per cent busier this week than during a normal week.

Beginning Monday, all insured mortgage applications will be subject to a stress test to ensure that the borrower will still be able to service their loan in the event their situation changes or interest rates rise. Previously, stress tests were not required for fixed-rate mortgages longer than five years.

THE CANADIAN PRESS

metro VIEWS
Your essential daily news
Monday, October 17, 2016

URBAN ETIQUETTE **ELLEN VANSTONE**

THE QUESTION

My co-worker is falsifying her hours, and her manager isn't stopping it. How do I inform the owner of the company without undermining anyone?

But, why do you care so much about what other people are doing?
I have no idea... Maybe I don't find my own life to be all that interesting!
©Ani Castillo

Dear Ellen,

For the past few months, a co-worker has been caught stealing hours on her punch card. It's become so frequent every employee in our office has noticed it at some point. It's been brought to my manager's attention, who said she spoke to her but it's still happening. Our boss is a very good man who pays us well, and is constantly investing in us. I've been his employee for many years and feel I owe him 100 per cent honesty. How do I bring this to his attention without over-stepping my manager?

Confused

Dear Confused,

One reason you may be confused is because your question doesn't make sense. What you're asking is: "How do I overstep my manager without overstepping my manager?" You can't. It's a logical impossibility.

The real question is: "Should I overstep my manager and report a dishonest employee to my boss?"

In terms of etiquette, no worker should ever feel obligated to tattle on the bad behaviour of another worker. The only exception to this rule is if safety is an issue. So, yes, if your co-worker at the dynamite factory insists on lighting scented candles on the shop floor, then please do report them ASAP.

Otherwise, step lightly. You may not have all the facts. It's possible the punch-card thief is a vile, lazy troublemaker who takes advantage of good people like your boss and who thinks the rest of you are a bunch of idiot cowards for not reporting her.

But it's also possible she's taking work home at night, or has a debilitating brain condition that makes her forget how many times she punched her card that day, or is desperately raising funds toward a holiday spent rescuing orphaned refugees from the depredations of child abusers on the other side of the world. Not that any of those reasons makes cheating the time clock a particularly good idea. But it's always a very bad idea to leap to judgment before one has all the facts.

It's always a very bad idea to leap to judgment before one has all the facts.

It's even possible your boss knows exactly what's going on, but has decided to deal with it in their own way — either by ignoring it, or building up a case before firing the person.

Meanwhile, your manager is aware of the situation, and it is now their responsibility, not yours, to deal with it, or not. If the situation is so demoralizing that it's hampering the productivity of you and other workers, you may, in good conscience, approach your manager and relate your concerns. You can even raise the issue of how important you think it is for the boss to be informed — by said manager. But it would be counterproductive to undermine your manager's authority by going above their head and talking to the boss yourself.

I'm sure the situation is irritating as all get out. But it's also a good opportunity to practise what I preach: hoe your own row, and stop worrying about what other people are doing.

Need advice?
Email Ellen:
scene@metronews.ca

To demand justice or make ends meet?

Heather Mallick

What's really behind the success of Airbnb? Those stories about TV remotes being the filthiest object in hotel rooms? Squalid residue on hotel bathroom glassware and grimy fabrics where dodgy people once sat naked?

No, that's not it. Face it, you know nothing about the personal hygiene of Airbnb hosts renting out spare rooms. But Airbnb is succeeding for deeper global reasons.

Airbnb has told us it was basically begging cities to set rules for troublesome "professional renters." The Canadian Association of Petroleum Producers has said it believed in man-made climate change. And Uber sounded fairly reasonable.

But Airbnb's executives spoke persuasively about their ideal hosts. They pointed out that if you don't have an extra bedroom for visiting family members, lengthy hotel stays are expensive. Airbnb solves that, especially in suburbs where there are fewer hotels. I see Airbnb as risky for lone female travellers but on trips where a corporation isn't picking up the tab, it's at least affordable.

The problem is what citizens are being urged to further accept. Disruption and the "sharing economy" help us worship the God of Cheap with even greater fervour. They cut costs for people frightened about their economic future. Our worship is no longer voluntary, but mandated. People are feeling poor. They are in fact poorer, and crucially, more isolated than they used to be.

All the services being ubered now — grocery delivery, car shares, task bidding, one-table home restaurants – are disrupting many industries while pushing them to improve. But will they?

Digitization offers speed and scale, but sharing platforms use it to place risk on the provider and the buyer. The digital intermediary risks nothing.

In a world of income inequality, inflated housing prices, precarious work and higher education as an entry badge, people are struggling.

The so-called "sharing economy" is cheaper. What worries me is that people will cut spending in thousands of small ways. Yes, paying a pensionless Airbnb host helps her keep her home and "age in place," and an Uber ride helps an underemployed person pay his rent. But what about hotel employees and cabbies?

These are tiny money-saving Band-aids. Do citizens have the time to do what would make their lives better: rally, unionize, write to MPs, vote?

What a cheese-paring existence is offered to citizens who become one-person factories briefly renting out their own homes, cars and time for cash wiggle room. It's fine in the short term but a problem in the long term.

I want to be a citizen, not a tiny failing business with income so risible that it doesn't even have to charge HST. I want regular work. I want to pay taxes, the price of life, in a safe, prosperous organized nation.

As Canada's prime minister said at the time of Brexit, we are stronger together. Alone, we await our fate.

Heather Mallick is a columnist for the Toronto Star.

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Intruder outside mansion of supermodel Miranda Kerr shot by a security guard

Sam Maggs says researching her book was fun because she got to "geek out" over clarifying false information spread online. CONTRIBUTED

Tales of the women who changed history

INTERVIEW

Injustices outlined with 'Tumblr culture' sass

Kris Abel
For Metro Canada

In Wonder Women, Sam Maggs goes beyond a journey through history's overlooked and influential women of science and technology to address an issue that is very much here and now: the need she sees for representation.

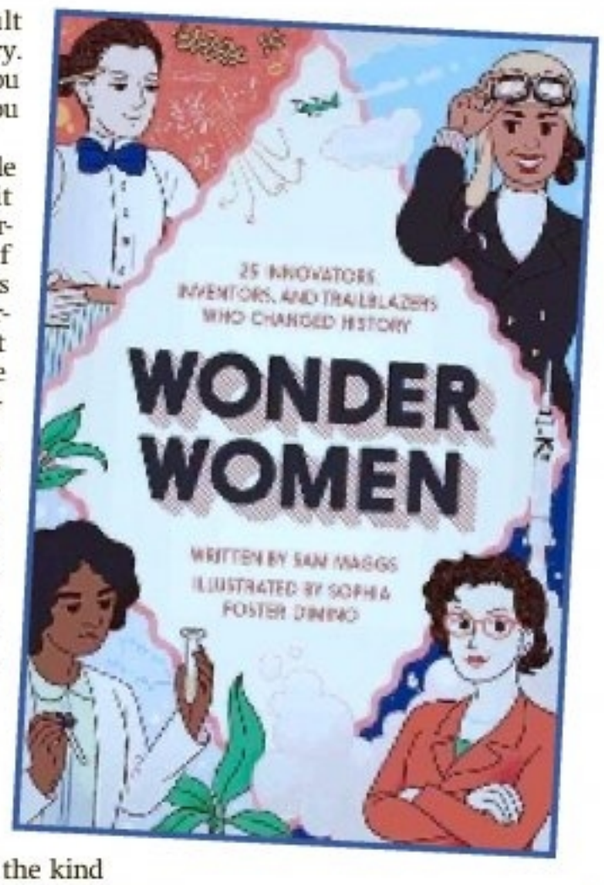
"You just don't see as many women getting into those fields and I think that's really because of a lack of role models," she explains. "Knowing that lots of women have succeeded in the past at these things and continue to succeed at them and that's sort of a viable opportunity — I think it's really important to put that out there. "

Her book profiles 25 women across science, medicine, technology, adventure, and even espionage using a mix of stealthy textbook education and sassy, web humour.

"I kind of come from Tumblr culture," Maggs says of her playful asides and millennial references.

"It's so easy to be mad when you read these injustices; so easy to just default and get angry. You know, if you don't laugh, you cry.

"So being able to approach it from a humorous point of view still points out all the horrible things, but makes it a little more approachable."


25 INNOVATORS, INVENTORS, AND TRAILBLAZERS WHO CHANGED HISTORY
WONDER WOMEN
WRITTEN BY SAM MAGGS
ILLUSTRATED BY SOPHIA FOSTER-DIMINO

You'll find the accomplishments of notable innovators like Ada Lovelace, a 19th century computer programmer, and discover lesser known heroines like spy Mary Bowser who benefits from the kind of research a book offers compared to the internet.

"I learned that Wikipedia is full of lies, basically," says Maggs on her research.

"Mary Bowser was a spy in the Confederate White House because nobody thought that slaves could read, but she was actually highly educated.

"Her Wikipedia entry is full of half-truths and falsehoods, and digging back into the primary sources and finding out where some of those things came from or which ones were totally fabricated, that was really fun and I kind of geek out over that."

Although the book covers a diverse range of life stories including those of queer women and women colour, one special pattern emerges.

"Female friendship," says Maggs, "throughout time, women supporting women is what has enabled women to become successful in these fields. A lot of the time today we're sort of conditioned to feel like there can be only one lady scientist or whatever, because there's only one represented in our textbooks, so we feel this innate sense of competition ground into us. But with these stories we see that women supporting other women and female friendships are what enables you to be successful."

Wonder Women is available now in print and as an eBook by Penguin Canada.

"Mary Bowser was a spy in the Confederate White House because nobody thought that slaves could read, but she was actually highly educated. Her Wikipedia is full of half-truths and falsehoods.
Author Sam Maggs

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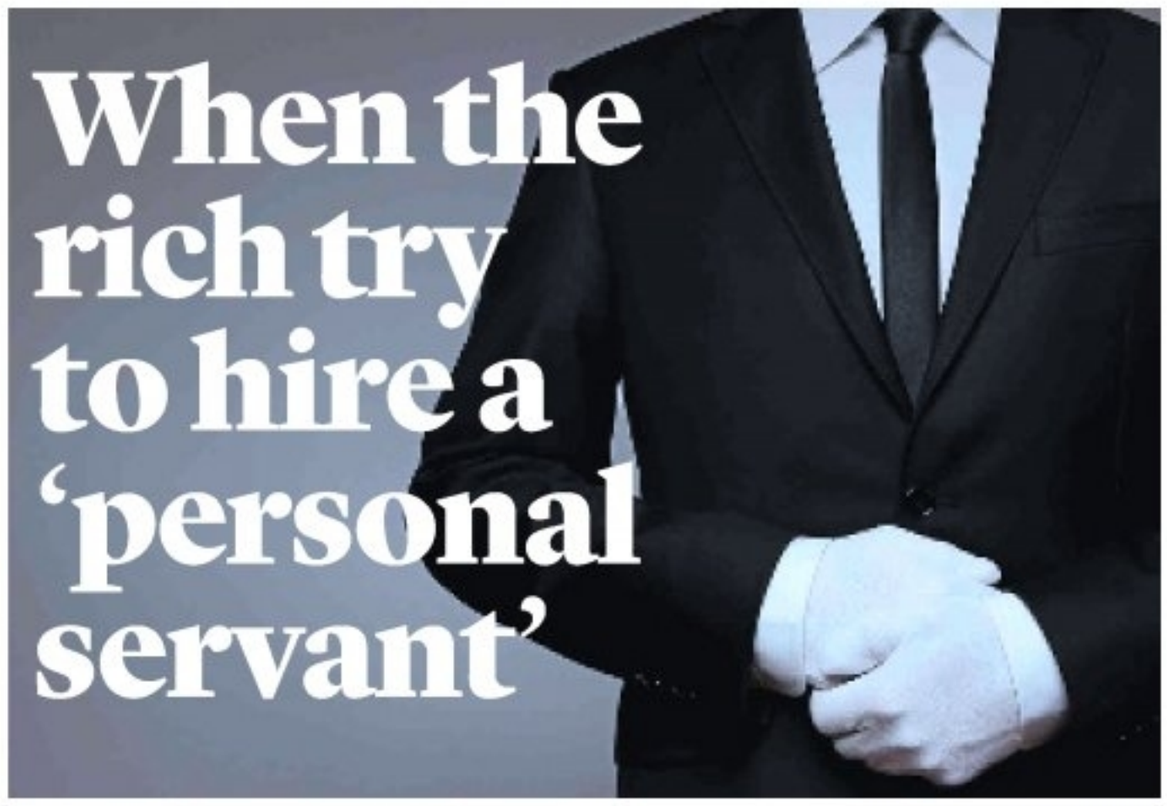
When the rich try to hire a 'personal servant'



ISTOCK

ANALYSIS

An ad on Vancouver's Craigslist draws ire of advocates

Wanyee Li
Metro | Vancouver

A Vancouver Craigslist ad for a personal assistant has advocates and at least one professor shaking their heads about what is being asked for in the listing.

The person who posted the ad describes him or herself as part of a professional working couple living in Gastown's Woodward's building and asks for things like washing vegetables, keeping household products stocked, and packing lunches.

It's essentially an ad for a personal servant, said one UBC professor, who added she was not surprised to see it given the country's growing income inequality.

"They're not calling it a personal servant but that is what they're asking for," said Sylvia Fuller, who studies employment and inequality.

"Its not surprising that you start to see more of this kind of arrangement because there are people who can afford it and there are folks who don't have any other options."

The Craigslist ad was posted for at least eight days before it was flagged and taken down last week. Metro has not been able to contact the person who posted the ad.

People who are new to the labour market, like recent graduates and immigrants, are often the most vulnerable when it comes to precarious employment, said Fuller.

The ad language, including its claim that the job is an internship, indicates the couple is looking for a millennial to fill this job, she said. The problem is, there is nothing in the job description that indicates it would forward someone's career, she said.

"You're not really developing any particular skills in that job."

The ad even states, "(if) you're the type of person who likes super "creative" work, where you have a lot of variety in your day ... and deal with a lot of different types of complex challenges ... then this probably is NOT right for you."

People have historically avoided this kind of work — personal servitude — if they have other options and for good reason, she said.

"If you're hidden in somebody's household, in this kind of job, typically you're not being paid particularly well but it is also easily subject to abuse and exploitation."

The ad also states it is looking for someone who, "doesn't take things personally, have feelings hurt easily or get offended at all."

But the ad has appeared to offend a lot of people online already.

Downtown Eastside advocate Wendy Pedersen calls the people behind the ad "rich entitled slobs with no life skills" and Vancouver writer Lindsay Brown describes them as "people who have PAs as well as a housekeeper and demand that you don't get ruffled if they have a tantrum."

Fuller is not surprised the ad has ruffled feathers but is also not surprised the ad was placed in Vancouver.

"Vancouver is one of the most unequal cities in Canada when we look at incomes — it's not surprising that we would see examples of this here."

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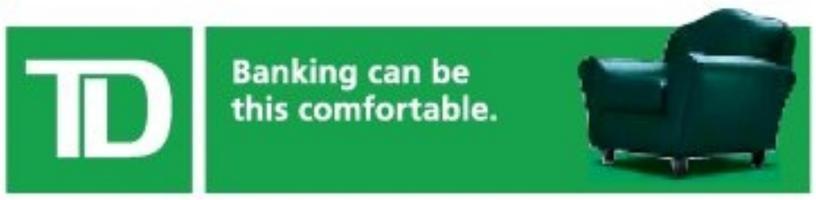

[1] Based on a comparison of 2015 Aeroplan Flight Reward bookings against actual market base fares and leading financial institutions' travel rewards programs' terms and conditions. [2] Welcome Bonus of 15,000 Aeroplan Miles ("Welcome Bonus Miles") will be awarded to the Aeroplan Member account associated with the TD Aeroplan *Visa Infinite* Card Account ("Account") only after the first Purchase is made on the Account. To receive the additional 10,000 Aeroplan Miles, you must also: (a) apply for an Account between September 3, 2016, and December 2, 2016; and (b) make $1,000 in Purchases on your Account, including your first Purchase, within 90 days of Account approval. To receive the additional 5,000 Aeroplan Miles you must also (a) Add an Authorized User between September 3, 2016, and December 2, 2016; (b) Authorized User must call and activate their Card by January 16, 2017, and (c) your Account must be in good standing at the time this 5,000 Bonus Aeroplan Miles is awarded. You can have a maximum of three (3) Authorized Users on your Account but you will only receive 1 (one) 5,000 Bonus Aeroplan Miles offer. Annual Fee for each Authorized User Card added to the Account will apply. The Primary Cardholder is responsible for all charges to the Account, including those made by any Authorized User. If you have opened an Account in the last 6 months, you will not be eligible for these offers. We reserve the right to limit the number of Accounts opened by and the number of miles awarded to any one person. Please allow 8 weeks after the conditions for each offer are fulfilled for the miles to be credited to your Aeroplan Member account. Offers may be changed, withdrawn or extended at any time and cannot be combined with any other offer unless otherwise specified. These miles are not eligible for Aeroplan status. All trade-marks are property of their respective owners. ® The Air Canada maple leaf logo and Air Canada are registered trade-marks of Air Canada, used under license. ® The Aeroplan logo and Aeroplan are registered trade-marks of Aimia Canada Inc. ® The TD logo and other trade-marks are the property of The Toronto-Dominion Bank.

SMALL BUSINESS WEEK

Managing growth to keep business on track

ISTOCK

If you're a small business owner coming out of a growth phase, you're not alone. In 2015, 86 per cent of small businesses reported growth, according to the 2016 Small Business Banking survey by Meridian Credit Union. However, the survey indicated, this number dropped by 11 per cent in 2016 because of concerns over cash flow, economic uncertainty and an unstable real estate market. Here's how companies can protect themselves during a growth phase.

Effectively communicate change to your team

Every company needs a communications strategy. "Change is an inherent part of the day for owners and managers," said Ruth van Vierzen, founder of the business development company, REV2 Business Growth Agency. However if you're not at managerial level, change isn't part of your day-to-day activities and it can make people nervous. If employees don't understand why change is happening they can assume the worst, and that fear can have a negative impact on your company. Do a weekly recap with your team and celebrate growth victories regularly, van Vierzen recommends.

Maintain a high quality of talent

Set out a future-focused human resources plan to determine who you need, and what skills are required, to do what job. This is valuable for succession planning and when hiring to find the right fit for new roles. Mind mapping — an exercise where you brainstorm ideas, make an action plan, and present it to staff — can help you manage goals for the next five years, and ensure that you have sufficient talent to fill key roles.

"I'm a big believer in outsourcing," said van Vierzen. "It affords companies a way to support growth without over hiring." You can outsource specific jobs, and also things like payroll and job search. Hiring freelancers is also a great way to "test" out employees and make sure they're the best fit for your company.

Maintain good customer service

A decline in customer service as business booms, or becoming complacent during a growth phase, can be a deal breaker for companies. "Companies need a team of customer service ambassadors who are proactive about growth and customer service," advises van Vierzen. You need a plan in place to satisfy customer needs and be able to tweak that strategy as you move along, and business grows. Implement a quality control standards policy and make sure that you don't lose sight of your company's vision, mission and principles.

Manage your budget

In the early years, start-ups are typically tight on cash, without much wiggle room when it comes to spending. But as periods of austerity set in, it can be tempting to loosen the reigns and overspend.

"Rely on the advice of your financial team," said van Vierzen. Understand your finances and keep up a conservative approach to spending and manage the cash you have on hand so it's there when needed.

"Cut your expenses, tighten operations and don't overspend your surplus unless it's necessary," said Geordan Robertson, director of small business for Meridian Credit Union. "Try and invest the surplus if you can." You should also stress test your finances spending like you would if interest rates were slightly inflated. As a general rule, loans are for big ticket items — property, rentals and big equipment — and lines of credit should be money you only use in a down turn.

Ask if your growth is sustainable

Regularly question whether your company's growth plan is sustainable in terms of both internal resources and external factors.

"Regular, honest sustainability assessments will help curb overspending during growth periods and make for better, more informed decision-making," said van Vierzen. Keep the process simple and identify growth factors with your entire company, mapping out internal and external areas for expansion. Discuss your growth with everyone on your team and get their input.

-NANCY RIPTON

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Make the most of your time in Ottawa, unwind in The Glebe

From its beginnings as a religious grounds through its heritage as one of the city's first suburbs, The Glebe has evolved into a must-see destination while retaining its neighbourly feel.

There are parks, the canal and events, as well as retail and restaurants, open even on statutory holidays. The Glebe's proximity to the city's downtown core makes it easy to get to.

Those driving can find ample parking with two new parking garages at Lansdowne and between Second and Third Avenue, but The Glebe is just as accessible by foot, public transit or bicycle.

BIA executive director Andrew Peck recalls riding his bike to The Glebe as a boy to hang out with friends. He says it is still a place to meet up with pals, families, tourists and the many students from the surrounding elementary schools and universities. Peck says it's a young area; according to an Environics survey, more than half the population living in a two kilometrebn radius are under the age of 40.

Peck says tourists increasingly want to experience a city at the level of a resident. The Glebe offers the quintessential nation capital experience for people wanting a sense of what life in Ottawa is like.

"Its appeal is it offers a lot to a lot of different people. Certainly it's a very hip and happening area ... it is a foodie destination, a ton of restaurants, there's a lot of shopping, a great mix, independent, owner-operated businesses, unique shops only located here in the Glebe as well. It's got a farmers market ... it's a great destination for cyclists. . . its pedestrian friendly. There are green spaces and parks and benches and public art and murals, a lot of different things ... everybody can do what they want to do and that's to say nothing about the sheer volume of events that happen ... It is I think it is the ultimate destination for people who want to have fun and enjoy themselves, live freely and unwind, I guess that's the best way to put it."

Poet George Johnston agrees. He says of the Glebe "A willow tree leans out across the sky/ And drops its hairy image in the pond/ And on the benches round it and beyond/ Old men sit, and pregnant mothers sit/ Taking their time, making the most of it."

CONTRIBUTED

metro SPORTS

"I'll be locked in regardless": Marcus Stroman doesn't expect any negative side-effect to pitching on 13 days' rest for Game 3 of the ALCS

Outside his comfort zone

Bruce Arthur

We know Jose Bautista at this point. It's been a long marriage between Toronto and man, which began of convenience and became one of deep affection. We know his habits, his strengths, his weaknesses. We know the marriage may end soon, as some marriages do.

But right now we also know that Bautista is not hitting. In the playoffs so far: 21 at-bats, three hits, two home runs and a single, five walks, a gaudy 10 strikeouts. In his last four games, he has eight strikeouts in 14 hitless at-bats. Even in his injury-marred regular season, this would be a blip. In the post-season, with the Toronto Blue Jays trailing Cleveland 2-0 in the American League Championship Series, everything is magnified.

So, what's wrong?

"I'm having great at-bats," said Bautista. "It's just sometimes the elements and the circumstances that we have to deal with as hitters sometimes doesn't necessarily go our way. But I'm not trying to really get into that.

"All you have to do is go look at video and try to count the number of pitches they have thrown over the heart of the plate. It hasn't been many. But they've been able to do that because of" — and here he paused, like he was either imparting a secret or deciding on the wording, or both — "the circumstances."

Jose Bautista has been having trouble finding pitches to hit during the Jays' 2016 playoff run.
ELSA/GETTY IMAGES

The circumstances?

"That I'm not trying to talk about," he said. "Because I can't. That's for you guys to do, but you don't really want to talk about it either."

Ah, yes. The 35-year-old Bautista's battle with umpires has been a struggle for him that borders on the existential. He believes he can see the strike zone better than they can, and when they see it differently, it offends him. In Game 1, his sixth-inning strikeout did feature a remarkable lack of actual strikes. In his ninth-inning strikeout in Game 2, strike one looked outside. In his third-inning strikeout, he swung at ball three. Bautista seems to believe that Cleveland is not pitching to him in the first place, which combined with bad umpiring screws up the whole operation.

"Yeah, I mean, for me, I'm trying to swing at strikes and not get out of the zone," he said. "I've noticed how they've been pitching me, and it's been tough, but I continue to have the same type of at-bat, because they're pitching me the same. I just haven't been able to get the pitch that I get every three at-bats that's over the plate."

Indeed, in Game 1 Corey Kluber walked Bautista with two outs and Edwin Encarnacion on first, perhaps because Russell Martin was up next. The pitches weren't close. The ol' intentional non-intentional walk. "It feels like every at-bat that I've had has been like that," Bautista said. "I've had two or three in the first two games that have been pretty hittable pitches, and I'm missing. I fouled them off, or something."

> **I'm having great at-bats. It's just sometimes the elements and the circumstances that we have to deal with as hitters sometimes doesn't necessarily go our way.**
> Jose Bautista

So maybe it looks like Bautista is playing hero ball, swinging like he wants the ball to reach the moon every time, and the result is strikeouts. But when he connects, though, he can be the hero. You may remember some examples, if you try. That's how this team is built. They swing, and when they connect they often win.

And as centre fielder Kevin Pillar puts it, "It's just natural to go up there and want to do something that's going to allow you to be remembered. A lot of people's careers have been made off one big at-bat, or one big hit in the post-season."

Jose Bautista may not be a Blue Jay much longer. Marriages end. But he still has a chance to be the hero despite the small men he sees dragging him down, despite the deficit, despite everything. The marriage, the series, the opportunity to be remembered: none of it is over yet.

Bruce Arthur is a sports columnist with the Toronto Star

TONIGHT

ALCS Game 3: Cleveland at Toronto, Monday, 8 p.m. ET

NFL

McCoy and Bills sink 49ers

LeSean McCoy scored three times and the Bills extended their winning streak to four with a 45-16 victory over San Francisco and new starter Colin Kaepernick on Sunday in Buffalo.

McCoy had 140 yards rushing and shook off what appeared to be a frightening injury to his right knee late in the second quarter. Tyrod Taylor threw two touchdown passes in helping Buffalo win four straight for the first time since the start of the 2008 season. Kaepernick provided the 49ers a spark in his first start in nearly a year. Blaine Gabbert was benched following a 33-21 loss to Arizona.

LeSean McCoy
GETTY IMAGES

Kaepernick finished 13 of 29 for 187 yards, including a 53-yard touchdown pass to Torrey Smith. But San Francisco (1-5) couldn't finish drives, settling for three field goals by Phil Dawson, in losing its fifth straight game. Kaepernick was the target of numerous boos and chants when he kneeled during the national anthem in continuing his protest against racial oppression and police brutality.

The 49ers run defence continued to prove porous, giving up 312 yards. McCoy scored twice on 18-yard runs and another on a four-yard scamper. He tied his career-high for touchdowns in his second meeting against Chip Kelly. McCoy expressed bitter feelings toward Kelly for trading him from Philadelphia to Buffalo.
THE ASSOCIATED PRESS

NHL

Boucher's shootout Karlsson call pays off

Guy Boucher trusted his instincts when selecting skaters for the shootout and it paid off for his Ottawa Senators.

The Senators head coach opted to go with defenceman Erik Karlsson and the captain scored the game winner to give Ottawa a 4-3 victory over the Montreal Canadiens on Saturday night to open the season with back-to-back wins.

"Sometimes it's just small things and you follow a gut feeling," said Boucher. "Sometimes you look like a genius and sometimes you look like an idiot, this time I look like a genius."

Erik Karlsson
GETTY IMAGES

Despite some struggles through its first two games Ottawa is finding ways to win. The Senators had a great start on Saturday, struggled midway, but came back strong and feel they can build off the effort.
THE CANDIAN PRESS

IN BRIEF

Austin stars in Saints win
Charlie Austin made it seven goals in six games in all competitions for Southampton with a double in Sunday's 3-1 victory over Burnley that took the south-coast club up to eighth in the standings.

The case looks increasingly compelling for Austin to return to the England squad for the first time since 2015 when he failed to make his international debut.
THE ASSOCIATED PRESS

NASCAR

Harvick secures Sprint Cup victory

Kevin Harvick won the NASCAR Sprint Cup race at Kansas Speedway on Sunday, going to the front on a late restart and outrunning Carl Edwards to lock up his spot in the next round of the Chase.

Harvick was among the fastest in the final qualifying session, and hung around the front all day while other Chase contenders faltered.

He was still at the front when Regan Smith brought out the final caution, and was able to keep Edwards at bay over the final 30 laps.

Kevin Harvick
GETTY IMAGES

He joined Jimmie Johnson, the winner last weekend at Charlotte, in the round of eight of NASCAR's playoffs, while the pressure is on the rest of the contenders heading to Talladega.
THE ASSOCIATED PRESS

KAEPERNICK

Pivot's protest continues
Colin Kaepernick's return to the San Francisco starting lineup only seemed to up the animosity the quarterback faced for his continued protest during the national anthem.

Outside the stadium, vendors sold shirts with Kaepernick's image in the sites of a rifle scope, and fans tackled a dummy dressed up like the quarterback. Nearby, other fans protested in support of the movement.

RECIPE Roasted Cod Provencal

PHOTO: MAYA VISNYEI

Ceri Marsh & Laura Keogh
For Metro Canada

Cooking cod in a flavourful tomato sauce guarantees moist and flaky fish every time.

Ready in 40 minutes
Prep time: 10 minutes
Cook time: 30 minutes
Serves 4

Ingredients
- 2 Tbsps olive oil
- 2 cloves of garlic, minced
- 1 red onion, sliced
- 1 bulb of fennel, trimmed and thinly sliced (retain the fennel fronds for garnish)
- 1 red pepper, trimmed and thinly sliced
- 1/4 tsp dried thyme
- 1/4 tsp dried oregano
- 1 x 28 oz. can of tomatoes
- 1/3 cup black olived, pitted
- 4 filets of cod

Directions

1. Preheat oven to 350 degrees.

2. In a large skillet, warm olive oil over medium heat. Toss in garlic, onions and fennel and sauté about five minutes until vegetables begin to soften. Add peppers and herbs and cook another three minutes.

3. Add tomatoes and olives. Use the back of a wooden spoon to break up tomatoes. Allow to simmer and thicken for about 10 minutes.

4. Pour the sauce into a baking dish. Lay the cod over the sauce and bake for 12 to 15 minutes, until fish is flaky. Sprinkle finely chopped fennel fronds over top.

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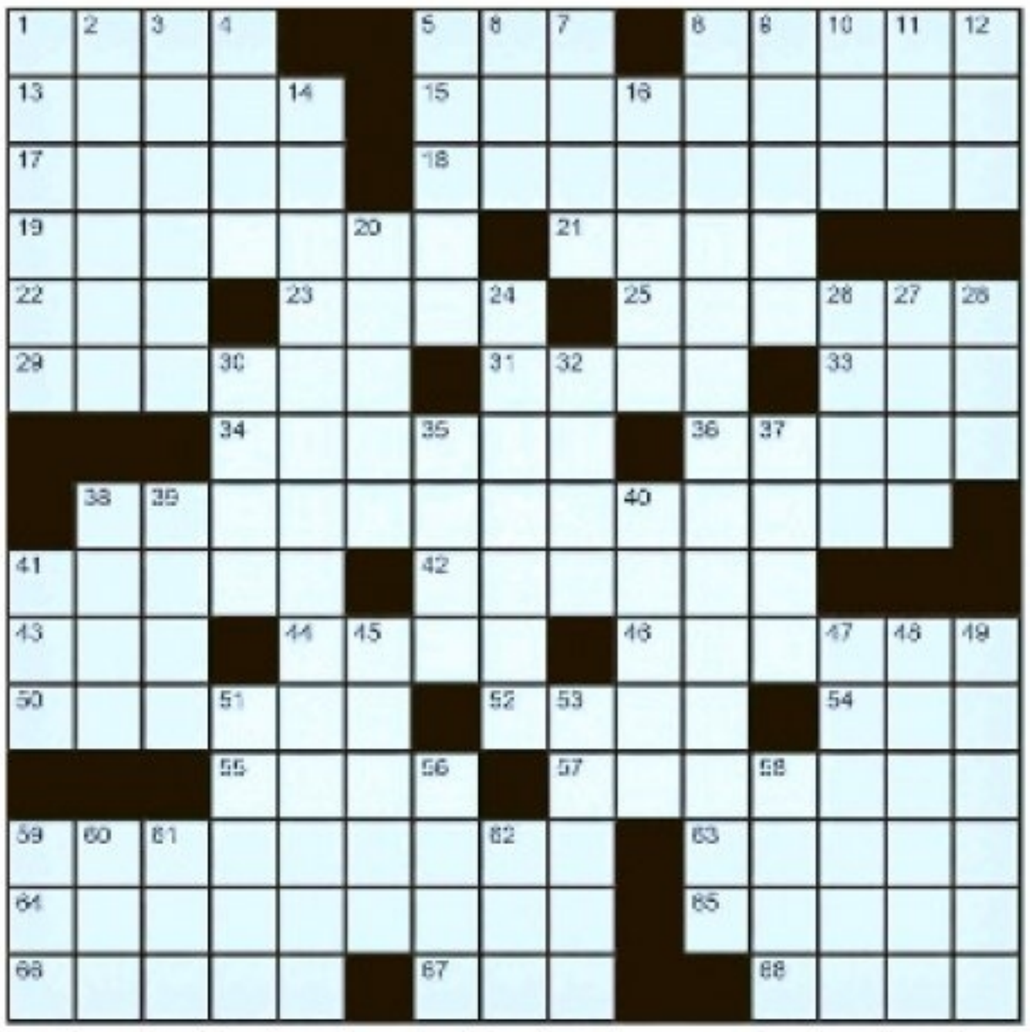
CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN



ACROSS
1. Does tailoring
5. Operative
8. Bowl game airship
13. Gordon _ (Detective Greg Medavoy on "NYPD Blue")
15. Performance's star
17. More healthy
18. De-crease
19. Most balmy
21. Let use for a time
22. Anti-war song by Metallica
23. Toll
25. Modifies
29. Begins to take effect: 2 wds.
31. Avatar of Vishnu
33. Tommy Jones connector
34. Calm, cool and collected
36. WWII threat in the North Atlantic
38. International equestrian show jumping facility in Calgary: 2 wds.
41. Kills a dragon
42. 1961 Bobby Lewis hit: "_' and Turnin'"
43. In-not
44. "Soak Up the Sun" singer Ms. Crow, to pals
46. When the stars begin to twinkle: 2 wds.
50. "Voila!"
52. Prefix to 'tary' (Alone)
54. Greek alphabet's 21st letter
55. Greedily takes
57. Lipsticks alternatives
59. Estranged
63. Carpentry claspers
64. First movie in which Pierce Brosnan starred as James Bond
65. Sashay
66. Bit of braiding
67. Butterfly logo co.
68. Discounted

DOWN
1. Doofuses
2. Julia's "Seinfeld" character
3. Credit cards holder
4. Quickened
5. Closes
6. BiC product
7. Two-masted boat
8. Stage in the competition on "The Voice" when the coaches are sitting in their red chairs facing the audience: 2 wds.
9. Ms. Evans of "Dynasty"
10. Stuff in a #6-Down
11. Funnyman Mr. Brooks
12. _-trial
14. In Canada, they might originate from the Ekati Diamond Mine in the Northwest Territories, for instance: 2 wds.
16. "_ On" by Aerosmith
20. _ boom
24. Quake's quivers
26. Farming implement
27. Elegant afternoon socials
28. Adjust
30. Agile
32. Tangy quaffs
35. Seven, in Portugal
37. Investment portfolio item
38. Disparage
39. Party platter's spreadable item
40. "_ _ of you are aware..." (Group meeting opening line)
41. Soak through
45. Wrestling star Hulk
47. Advantage
48. Sunflower seeds scraps
49. Hershey's _ (Chocolate treats)
51. Moults
53. Where The Osmonds hail in Utah
56. Peony part
58. Mast's marine material
59. Actor's representative, for short
60. 'Council' completer (Mayor's meeting attendee)
61. Suffix to 'Tact'
62. Prince Andrew and Fergie's youngest daughter ...her initials-sharers

IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

Aries March 21 - April 20
All your communications with others are positive today. Furthermore, your ideas will be big because you are confident and enthusiastic. Way to go!

Taurus April 21 - May 21
This is a good day for business and commerce, because whatever you initiate regarding your finances might bring you a profit. You also will enjoy shopping for big-ticket items.

Gemini May 22 - June 21
Today the Moon is in your sign dancing with lucky Jupiter. This promotes contentment, domestic peace and happiness. It's also a good day for business. Lucky you!

Cancer June 22 - July 23
Solitude in beautiful surroundings will please you today, which is why you should seek out some time for privacy. You even might want to cocoon at home.

Leo July 24 - Aug. 23
Your relationship with others, especially with groups, clubs and organizations, will be upbeat and positive today. Everyone is happy to see your face!

Virgo Aug. 24 - Sept. 23
This is a good day to talk to bosses, parents, teachers and VIPs about a project or a particular wish that you have. People will listen to your suggestions and probably approve of them.

Libra Sept. 24 - Oct. 23
This is a classic day to make big travel plans! Whatever you do, you know that you want to expand your horizons. It's a good day for school plans and anything to do with publishing and the media.

Scorpio Oct. 24 - Nov. 22
If you are dividing something today or discussing an inheritance, all parties will be happy. There is a feeling of mutual generosity with everyone. (This is good.)

Sagittarius Nov. 23 - Dec. 21
This is a great day to talk to partners and close friends, because everyone is upbeat and happy. Furthermore, people are generous. Someone might even treat you to lunch.

Capricorn Dec. 22 - Jan. 20
Work-related travel is likely today. Meetings, classes and get-togethers with others will be positive and upbeat. It's a good day to ask for someone's assistance or help.

Aquarius Jan. 21 - Feb. 19
This is an entertaining, fun-loving day, which is why you should make room for sports events, socializing and playful activities with children. Whatever you do — enjoy your day!

Pisces
Feb. 20 - March 20
This is a good day for real-estate deals. It's also a good day to entertain at home. Invite the gang over for spaghetti and a bottle of vino!

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

				2	7		4	
	3							6
			1	8				
		2						8
8		7		3		1		9
3						4		
				4	5			
6							2	
	5		3	1				

metro
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FRIDAY'S ANSWERS

Your daily crossword and Sudoku answers from the play page.

for more fun and games go to metronews.ca/games

1	4	2	8	6	7	9	5	3
9	5	6	3	2	1	8	4	7
8	3	7	4	9	5	1	2	6
2	8	5	6	4	3	7	9	1
4	7	9	5	1	8	3	6	2
6	1	3	2	7	9	5	8	4
3	9	4	1	8	6	2	7	5
7	6	1	9	5	2	4	3	8
5	2	8	7	3	4	6	1	9

Prime Minister Trudeau

YOU SAID YOU'D BE DIFFERENT.

Justin Trudeau The Platform

Liberal

"I have a fundamentally different view than Stephen Harper of our public service. Where he sees an adversary, I see a partner. I believe that in order to have a public service that is valued by Canadians, and a source of pride for its members, it must be valued by its government. That begins with – and necessitates – respecting the labour rights of public servants, and trusting in their ability to provide effective, independent, and professional services for Canadians."

Justin Trudeau
Open Letter to Public Servants
September 25, 2015

After 10 years of Harper government cuts, Justin Trudeau said he'd fix public services and repair the relationship with the workers who deliver them.

It's been a year since the election and we're still waiting.

The tone has changed, but now it's time for action.

Canadians are counting on us.

MAKE GOOD ON YOUR WORD.

PSAC AFPC

Public Service Alliance of Canada
Alliance de la Fonction publique du Canada